United Nations A/C.5/66/L.27

General Assembly

Distr.: Limited
23 December 2011

Original: English

Sixty-sixth session
Fifth Committee
Agenda item 141
United Nations common system

Draft resolution submitted by the Chair of the Committee following informal consultations

United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009 and 65/248 of 24 December 2010,

Having considered the report of the International Civil Service Commission for 2011,[1]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Reiterating the importance of maintaining and strengthening the United Nations common system salaries, allowances and personnel standards,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for 2011;[1]

[1] *Official Records of the General Assembly, Sixty-sixth Session, Supplement No. 30* (A/66/30 and Corr.1).

Please recycle

3. *Encourages* the Commission to continue to coordinate and regulate the conditions of service of staff of the organizations of the United Nations common system, bearing in mind the limitations imposed by Member States on their national civil services;

4. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;[2]

5. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

A. Conditions of service applicable to both categories of staff

1. Mobility and hardship scheme

1. *Recognizes* the hardship conditions under which staff members are often required to perform their official duties, and the disruption that operationally required mobility may impose on staff;

2. *Endorses* the decisions of the Commission relating to the mobility and hardship scheme as contained in paragraph 38 of its report;[1]

3. *Reaffirms* the importance of mobility as a means of developing a more versatile, multi-skilled and experienced international civil service that is capable of fulfilling complex mandates, and requests the Commission to provide an overview of the different existing mobility schemes in the organizations of the common system;

4. *Takes note* of the decisions of the Commission contained in paragraph 47 of its report[1] and annex III thereto, and decides, with effect from 1 January 2012, that a 2.5 per cent increase shall be granted for the hardship, mobility and non-removal allowances, while the additional non-family hardship elements for staff serving in non-family duty stations shall be adjusted by the same percentage;

5. *Also takes note* of the conclusions of the Commission with respect to the establishment of danger pay as contained in paragraph 59 of its report;[1]

6. *Further takes note* of paragraph 56 of the report of the Commission[1] regarding the United Nations system-wide financial implications of the establishment of danger pay;

2. Performance management

Recalling its resolutions 51/216 and 63/251,

Recognizing the differing organizational strategies and cultures prevailing in the common system, and considering that a flexible approach to performance management would be desirable,

[2] Resolution 3357 (XXIX), annex.

1. *Welcomes with appreciation* the work of the Commission with regard to the performance management framework, which would assist organizations of the common system in securing and retaining staff of the highest standard of efficiency, competency and integrity as stipulated in the Charter;

2. *Notes* that the Commission will continue its work on rewards and incentives, and requests it to take the lead in analysing new approaches in human resources management;

3. *Approves* the performance management framework contained in annex IV to the report of the Commission,[1] which should be taken into account by the organizations of the common system in furthering their policies on this matter, and requests the Commission to report to the General Assembly at its sixty-eighth session on the implementation by the organizations of measures taken in response to the recommendations of the Commission;

4. *Recalls* paragraph 90 of the report of the Commission,[1] notes the intention of the Commission to consider the use of merit steps, and requests the Commission to report on its conclusion to the General Assembly at its sixty-seventh session;

3. Education grant methodology

1. *Endorses*, with effect from the school year in progress on 1 January 2012, the amendment to the current eligibility requirements for the receipt of the education grant, as contained in paragraph 96 (a) of the report of the Commission;[1]

2. *Invites* the governing bodies of the organizations of the United Nations common system to harmonize the education grant eligibility criteria with respect to the minimum age, as specified in paragraph 96 (a) of the report of the Commission;[1]

B. Conditions of service of staff in the Professional and higher categories

1. Post adjustment matters

Recalls paragraphs 103 and 123 of the report of the Commission[1] and paragraph 2 of section I.A, of its resolution 51/216, and requests the Commission to explore the feasibility and suitability of possible measures to reflect in the administration of the post adjustment system the pay freeze of the comparator civil service; to determine whether the implementation of such measures falls under its authority; to exercise such authority, as appropriate; and to report thereon to the General Assembly at its sixty-seventh session,

2. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

1. *Approves*, with effect from 1 January 2012, as recommended by the Commission in paragraph 120 (a) of its report,[1] the revised base/floor salary scale of gross and net salaries for staff in the Professional and higher categories, as contained in annex V.A to the report;

2. *Also approves*, with effect from 1 January 2012, as recommended by the Commission in paragraph 120 (b) of its report,[1] the revised rates of staff assessment used in conjunction with gross base salaries for the Professional and higher categories of staff, as contained in annex V.B;

3. *Endorses* the decision of the Commission, stated in paragraph 121 of its report,[1] to review the staff assessment rates used in conjunction with gross salaries every three years for revision, as appropriate;

3. Evolution of the margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, by which the Commission is requested to continue its review of the relationship between the net remuneration of United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2011 is estimated at 114.9 and that the average margin level for the past five years (2007-2011) stands at 114.1;

4. Identification of the highest paid national civil service

Takes note of the decision of the Commission contained in paragraph 106 of its report[1] to terminate its current Noblemaire study to identify the highest paid national civil service and to undertake the next study in 2016,

5. Diversity in the United Nations common system

1. *Takes note* of the status of geographical distribution in the organizations of the common system and actions being taken by the organizations to achieve equitable geographical balance;

2. *Endorses* the Commission's decision to conduct studies on recruitment policies and to revert to discussing the issue with recommended measures that would be more favourable to diversity;

3. *Requests* the Commission, when preparing proposals on measures for diversity in the United Nations common system, to bear in mind that the paramount consideration in the employment of staff is professional qualifications, which are key to the capacities of the organizations to deliver on their mandates;

C. Conditions of service in the field

1. Harmonization of the conditions of service of staff of the organizations of the United Nations common system serving in non-family duty stations

1. *Recalls* section C of its resolution 65/248, and requests the Commission, in the context of its annual report, to report to the General Assembly on the implementation of its decisions regarding the harmonization of the conditions of service in non-family duty stations during the transition period;

2. *Requests* the Commission and the Secretary-General, as Chair of the United Nations System Chief Executives Board for Coordination, to give due regard to the process of timely implementation of its decisions on the harmonization of the conditions of service of staff of the organizations of the United Nations common system serving in non-family duty stations;

2. Rest and recuperation framework

Recalling paragraph 19 of section C of its resolution 65/248, requesting the Commission to regulate the rest and recuperation framework,

Approves, with effect from 1 January 2012, the revised set of criteria for the granting of rest and recuperation travel and the corresponding frequencies of travel as contained in annex VIII of the report of the Commission.[1]